



香港大學民意研究計劃
The University of Hong Kong
Public Opinion Programme

Work Life Balance Survey of the Hong Kong Working Population 2010

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19 October 2010

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Outline of Presentation

- **Research Background and Methodology**
- **Major Research Findings:**
 - **Actual working hours and personal time**
 - **Ideal and actual work-life ratio**
 - **Self achievement and organizational achievement**
- **Concluding Remarks**

Research Background and Methodology

Research Background

- **Objective: To track changes in the current status of work-life balance of the local working population.**
- **5th survey on the work-life balance of the local working population by Community Business Limited and HKUPOP**
- **POP consulted Community Business in designing the questionnaire; POP enjoys full autonomy in doing the survey; POP takes full responsibility for all findings.**

Research Design

Date of interview

20 July – 3 August 2010

Sample size

1,009 full time workers of age 15 or above

Survey method

Random telephone survey conducted by interviewers under close supervision.

Telephone numbers

Random numbers drawn from residential directories, plus another set of numbers generated by “plus/minus one/two”, in order to capture unlisted numbers.

Research Design

Birthday rule

When contact was established with a target household, one full time worker of age 15 or above was selected. If more than one subjects are available, one was selected using the “**next birthday rule**”.

Response figures

Effective response rate = **74.3%**; Sampling error = not more than **plus/minus 3.1** percentage points at 95% confidence level.

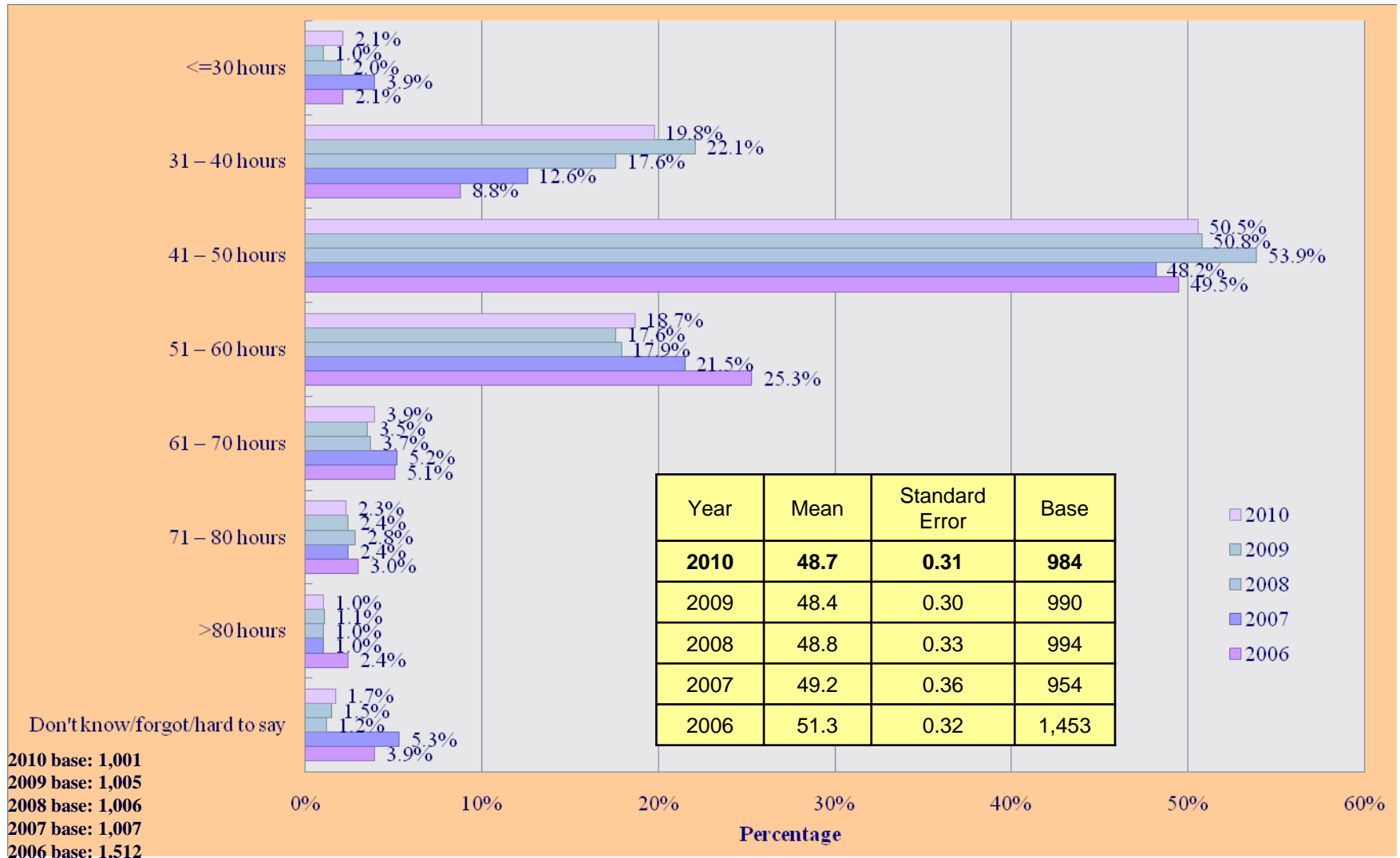
Booster samples not necessary

Distribution between white vs blue collars was around 70:30, procedures for **booster sampling not triggered**.

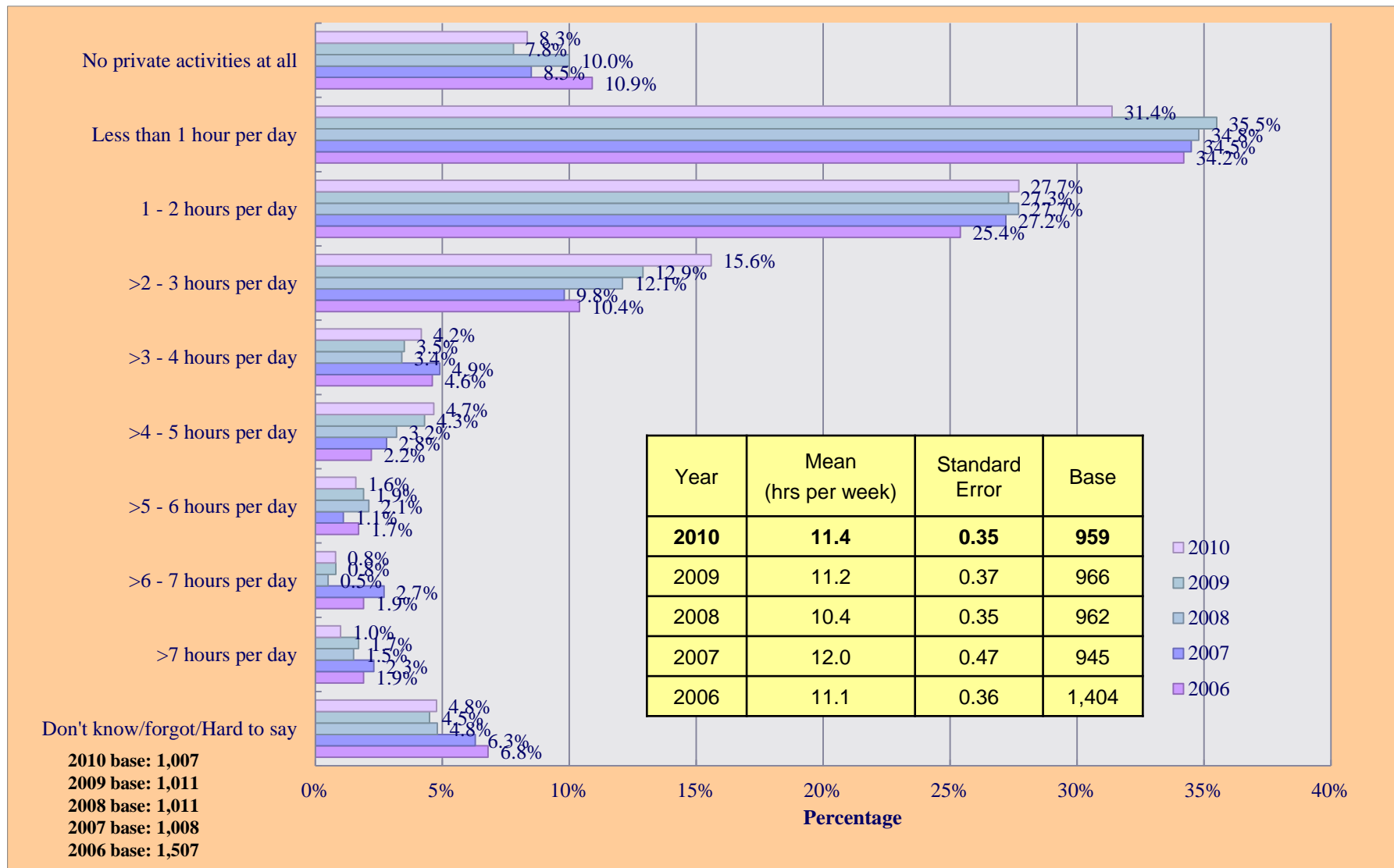
Major Research Findings



Take last month as an example, how many hours a week do you **ACTUALLY** work on average for your full time job?

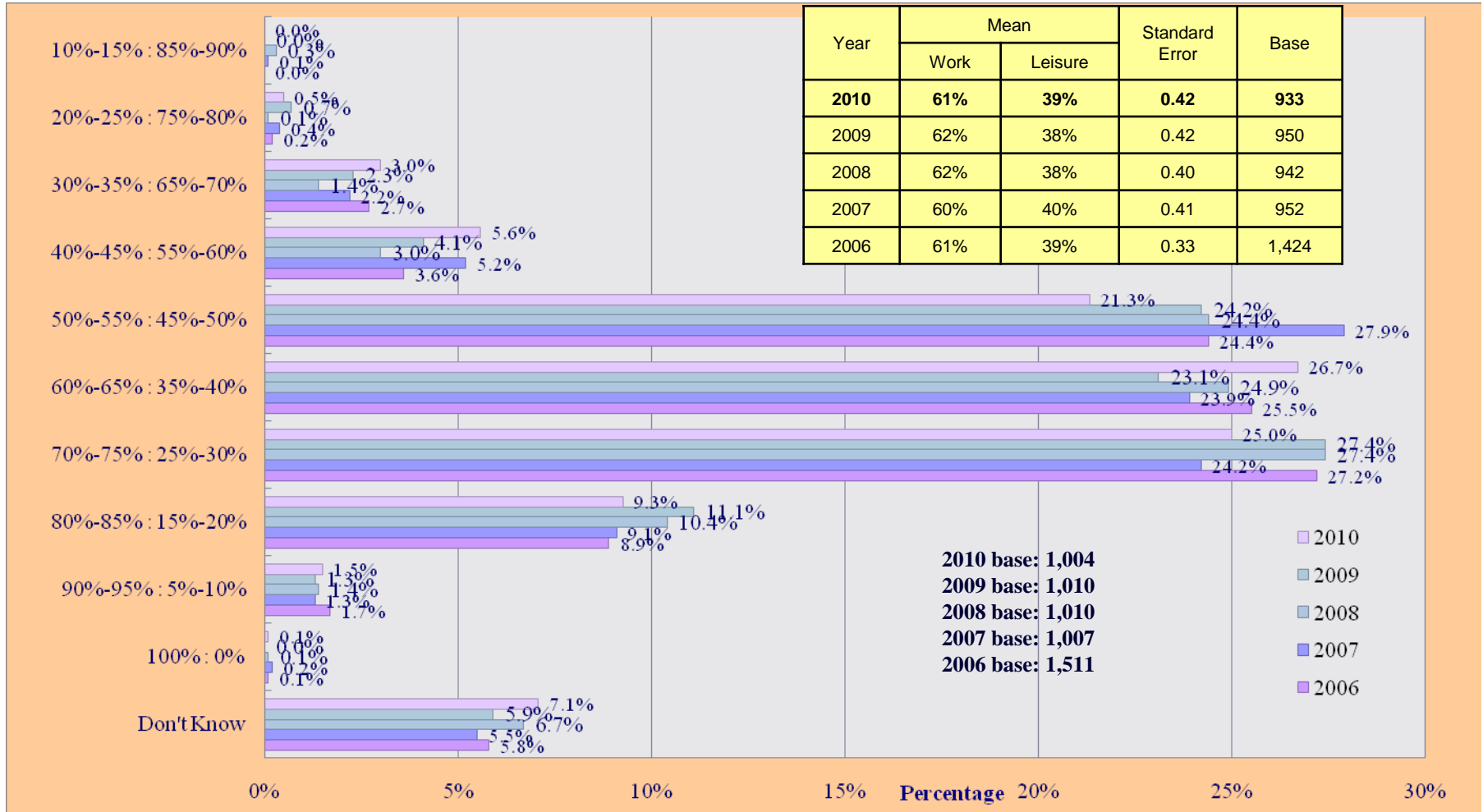


Take the last month as an example, how many hours a week do you **ACTUALLY** spend on doing some personal or private activities, like meeting friends and engaging in activities for leisure such as sports and traveling?

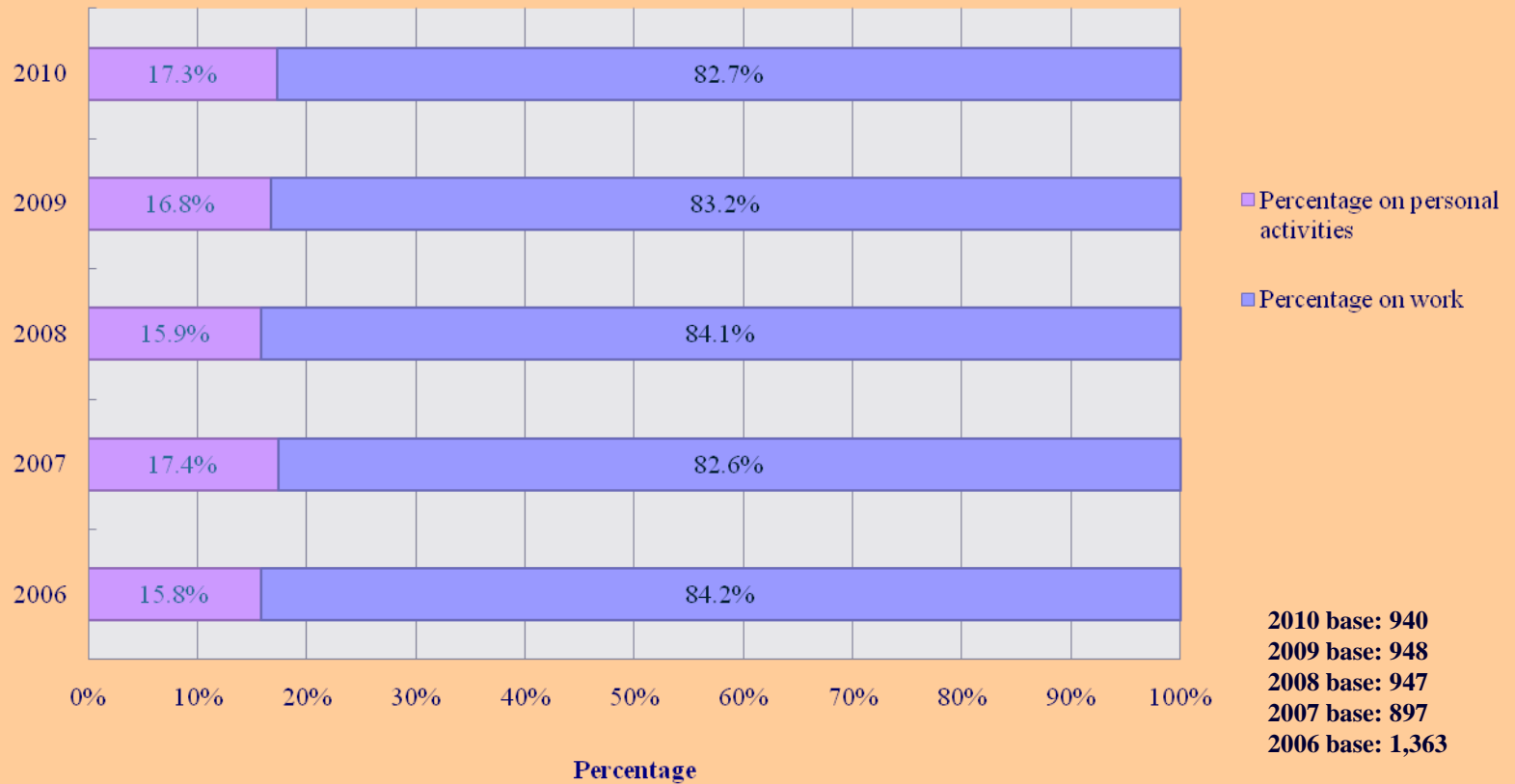


IDEAL Ratio of Work-Leisure Hours

In your view, what would be the PREFERRED but REALISTIC ratio between the time you want to spend on working and the time you want to spend on personal or private activities? Please based on your realistic number of working hours and exclude sleeping time.

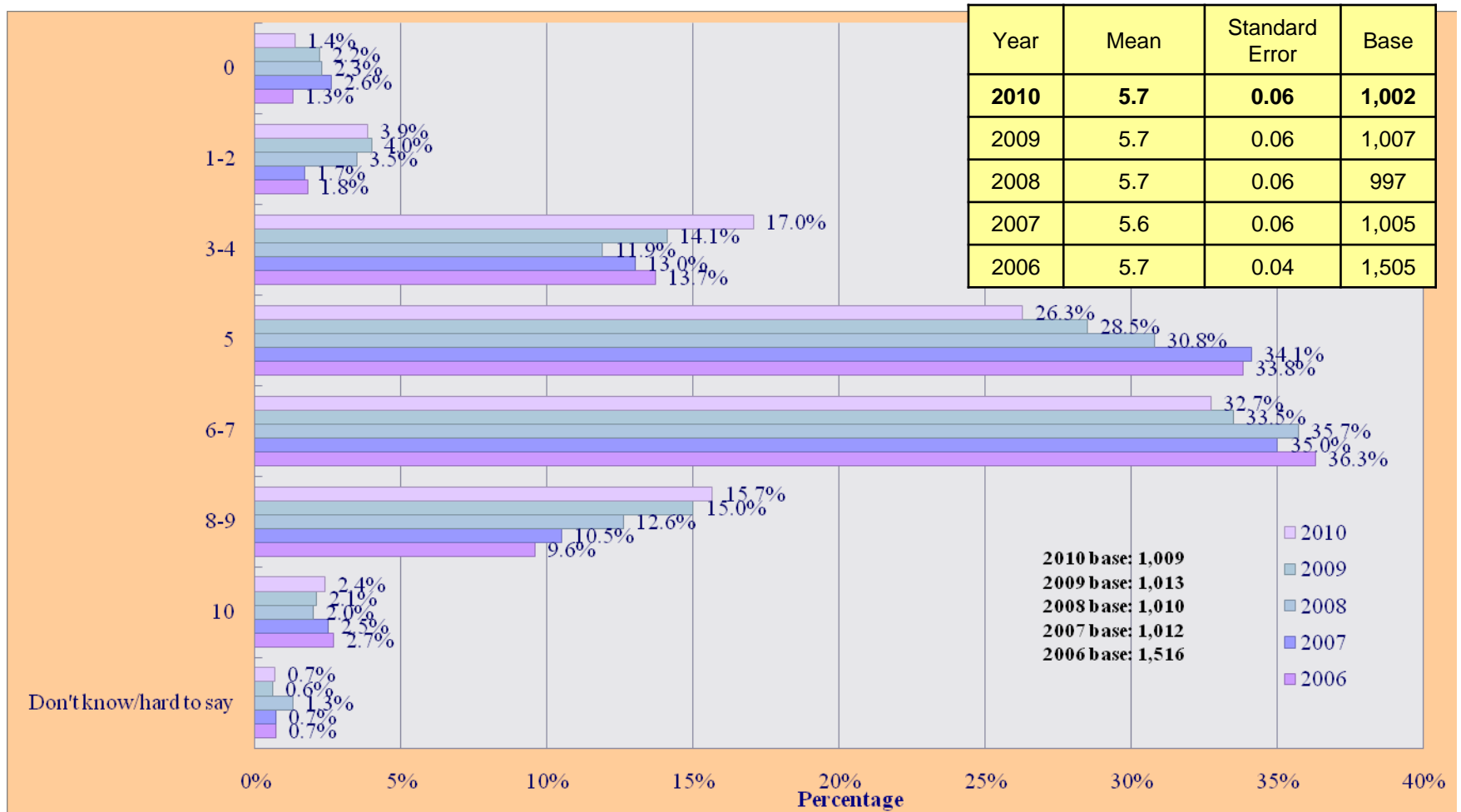


ACTUAL Ratio of Work-Leisure Hours



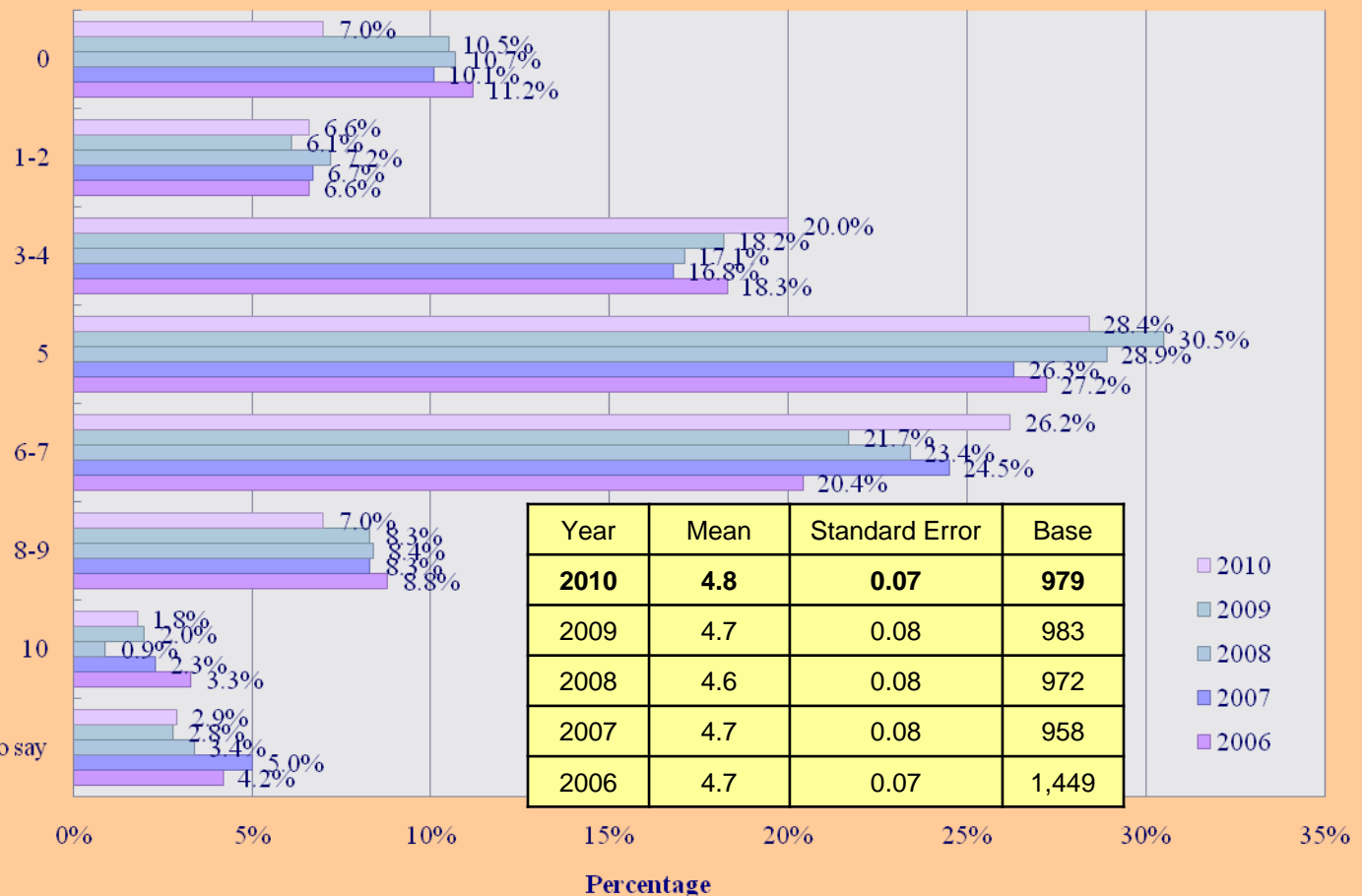
Self Achievement

Using 0-10, how much have YOU achieved in terms of an ideal work-life balance? 0 represents the worst case possible, 10 represents already ideal, and 5 being half-half.



Organizational Achievement

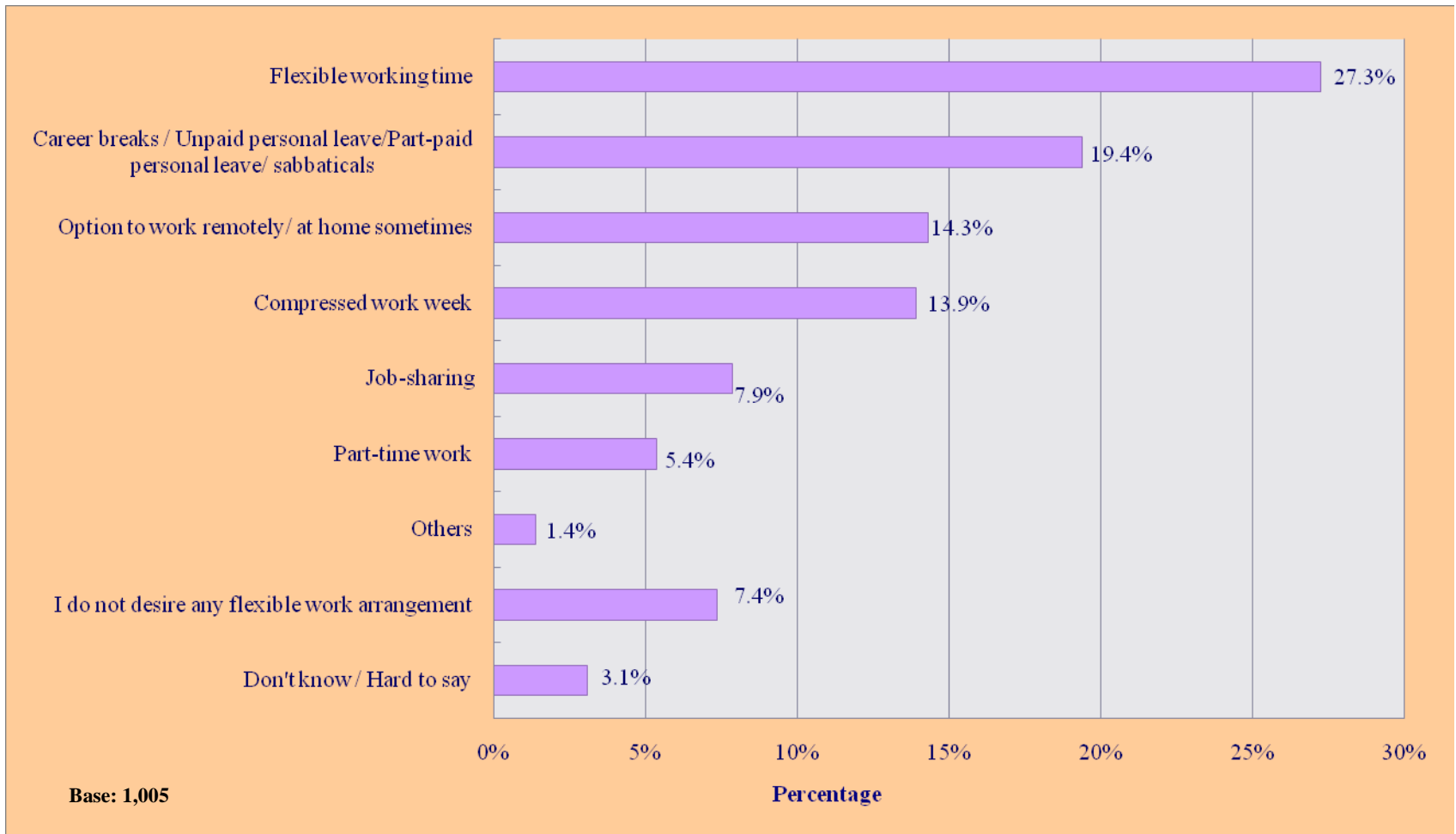
In terms of effort and resources required to balance work and life, how much effort do you think your workplace/boss has paid to promote work-life balance? Please use a scale of 0-10 to measure it, with 0 representing no effort at all, 10 representing all possible efforts have been made, and 5 being half-half.



2010 base: 1,008
 2009 base: 1,011
 2008 base: 1,006
 2007 base: 1,008
 2006 base: 1,513

Desired Flexible Work Arrangement

In order to help you achieve a better work-life balance, which of the following flexible work arrangement would you desire most? (Read out each answer, order to be randomized by computer, single response only)



Concluding Remarks

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- This survey has found that **working long hours** continues to be a common problem facing our workforce, while working hours are gradually reducing from 51.3 hrs per week in 2006 to 48.7 hrs this year.
- Respondent's **preferred work-life ratios** in 2008, 2009 and 2010 were, 62:38, 62:38 and **61:39**; their **actual work-life ratios** were 84:16, 83:17 and **83:17**.
- Both ratios have **dropped continuously from 2008 to 2010** though the changes are statistically insignificant. This shows that people's expectation has also changed in favour of a more balanced work-life style.
- There is still **a big discrepancy** between what is real and what is ideal, as people **prefer** to spend **61%** at work, but they **actually** spend **83%**.

Concluding Remarks

- On a scale of 0-10, respondents on average gave themselves a score of 5.7 for their achievement in work-life balance. They gave 4.8 to the effort of their workplace to promote work-life balance. Both figures have remained very stable across last five years.
- The most welcomed flexible work arrangements included “flexible working time”, “career breaks / unpaid personal leave / part-paid personal leave / sabbaticals”, “option to work remotely / at home sometimes” and “compressed work week”. Most respondents considered such arrangements important when deciding to join or leave a company.
- All in all, the work-life balance of Hong Kong’s work force is still far from ideal. Employers should allow more flexible work arrangements to achieve better work-life balance among workers in Hong Kong.

End of presentation

Please go to <http://hkupop.hku.hk>